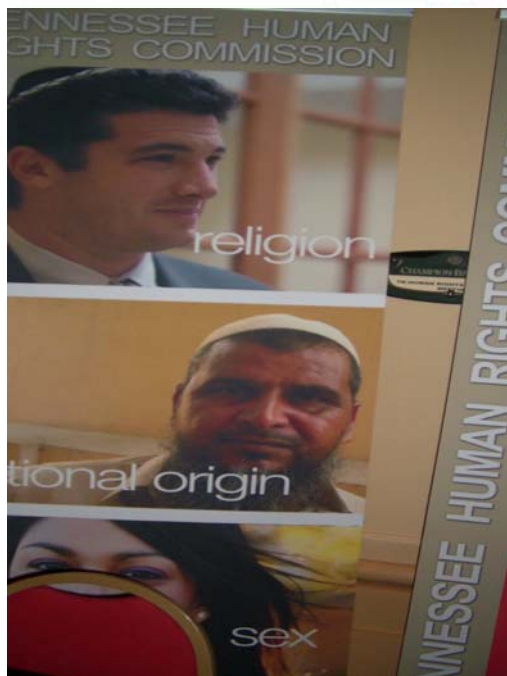


Tennessee Human Rights Commission

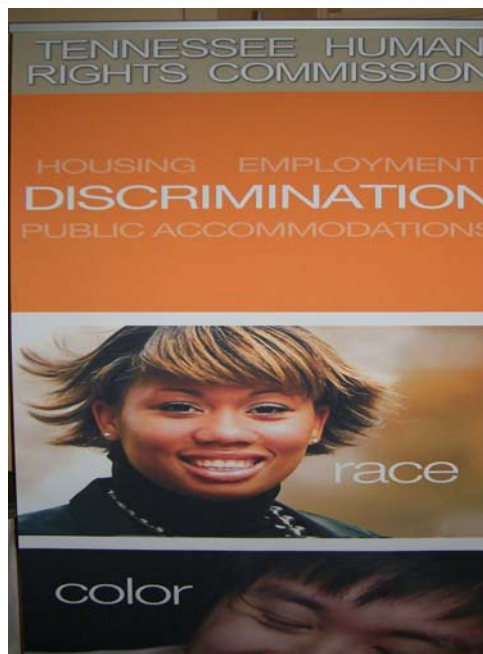
2007-2008 Annual Report



Civil Rights....



Not Just For Some...



For All.



**TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE**

710 James Robertson Parkway, Suite 100
Nashville, Tennessee 37243-1219
(615) 741-5825 Fax (615) 253-1886
www.tn.gov/humanrights

The Honorable Phil Bredesen
Governor
State of Tennessee
Nashville, Tennessee 37243-0001

Members of the General Assembly
State of Tennessee
Legislative Plaza
Nashville, Tennessee 37243-0001

Dear Governor Bredesen and Members of the General Assembly:

I am pleased to provide you with the Tennessee Human Rights Commission 2007-2008 Annual Report that covers the period July 1, 2007 through June 30, 2008. This report summarizes our activities, which include closing the largest number of housing investigations, the result of our employment investigations, a summary of outreach activities and information regarding citizen's contacts.

The Tennessee Human Rights Commission's role is to safeguard the rights of all Tennesseans. The Commission continues its core mission to eradicate discrimination through complaint investigations, education and outreach and to protect the civil rights of all individuals in our great State.

For more than a year, we have been working to identify and improve procedures to ensure that our investigative process is thorough, efficient and has integrity. Through a series of meetings with individuals and organizations across this state, I have heard first hand the civil rights issues confronting our state. Our many stakeholders with whom we collaborate have provided us with their assessment of how we are performing our duties. We are expanding our education and outreach initiatives and asking for direct feedback from those we serve.

We are prepared and remain committed to protect the civil rights of all people within our state.

Sincerely,

Beverly L. Watts

Annual Report



**A Message from the
Chairman of the
Board**

This was a year of evaluation and renewal for the Tennessee Human Rights Commission. In July, we welcomed our new executive director, Beverly L. Watts, whose leadership and passion for human and civil rights is invigorating. Throughout this period of transition, we continued to focus on meeting our goal of combating discrimination in all its forms.

Let me commend the staff for their devoted service, timely response to the public, investigation of complaints and educating the public. Our achievements reflect this commitment to helping provide the best quality of life for the people in this wonderful state.

I encourage each of you to read more about our work and accomplishments that help promote equality, opportunity, and diversity within this state. Let me also acknowledge and thank my fellow board members for their time, service and commitment to the people of the state of Tennessee.

Sincerely,

Spencer Wiggins

Annual Report



EAST

Ralph E. Davis
Yusuf Hakeem
Ruby Miller
Edwin P. Osborne
Robin Smith

WEST

David J. Cocke
Reverend Dennis E. Blalock
Reverend Robert E. Jones
Nathan B. Pride
Jocelyn Wurzburg

MIDDLE

Stacey Garrett
Patricia Pierce
A.J. Starling
Bishop Joseph Walker, III
Spencer Wiggins

**Our
Commissioners**

The fifteen Commission members are appointed by the Governor to serve six-year terms. No more than five can be from each grand division of the state. They are appointed on a nonpartisan basis and are to be broadly represented by employees, proprietors, trade unions, religious groups, human rights groups and the public.

Annual Report



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Annual Report



The Tennessee Human Rights Commission (THRC), formally known as the Tennessee Commission for Human Development, was established in 1967 by executive order under then Governor Frank G. Clement. In the spring of 1979, the Legislature passed the Tennessee Human Rights Act, giving the Commission enforcement powers under TCA4-21-101, *et seq.*

The General Assembly assured that the newly formed commission had appropriate legislation to enforce laws prohibiting discrimination in employment, public accommodations and housing.

THRC's policies are an embodiment of the Federal Civil Rights Acts of 1964, 1968 and 1972, the Pregnancy Amendment of 1978 and the Age Discrimination in Employment Act of 1967, as amended.

The Tennessee Human Rights Commission has a dual mandate of enforcing and promoting the human rights statutes, Title VII of the U.S. Federal Civil Rights Act of 1964 and Title VIII of the U.S. Federal Civil Rights Act of 1968, which provide protection to individuals against unlawful discrimination in the areas of employment and housing, respectively.

The THRC has agreements with both HUD and EEOC to dual-file and process cases, minimizing duplication efforts. We work closely with our federal partners in facilitating the administration and enforcement of these statutes.

Our History

Annual Report



Our Purpose

The purpose of the Tennessee Human Rights (THRC) Commission is to safeguard all individuals within the state from discrimination in the areas of housing, employment and public accommodation. In regard to housing, it is illegal to discriminate against any individual on the basis of race, color, national origin, gender, religion, familial status, creed and disability. In the areas of employment, it is illegal to discriminate based on race, color, national origin, gender, age (over 40), religion, creed and disability. In public accommodations, it is illegal to discriminate based on race, color, national origin, gender, age, religion and creed.

The Commission collaborates with government, private and faith based organizations to bring awareness of the opportunities, and privileges afforded all individuals within the state. We work to further the interest of the people and secure the civil rights of all by providing leadership and developing community-based activities designed to promote the public's understanding of our work.



Annual Report



The Tennessee Human Rights Commission is an independent state agency charged with preventing and eradicating discrimination in employment, housing and public accommodations. The Commission has its central office in Nashville and has regional offices in Chattanooga, Knoxville and Memphis.

The Commission is made up of 29 staff members and 15 Commissioners. The Board of Commissioners consists of representatives from the three grand division of the state, east, west and middle Tennessee and meets six times annually.

The following is an overview of the agency's accomplishments during fiscal year 2007-2008.

- The Commission received and answered a total of 14,106 telephone calls. Resulting in 210 inquires in the housing division and 961 inquiries in the employment division for a total of 1,171 division inquiries.
- The housing division filed and resolved 186 complaints.
- Monetary resolutions in housing totaled over \$27,000.
- The employment division filed and resolved 645 complaints.
- Monetary resolutions in employment totaled over \$71,000.
- In housing, race and disability were the most common basis of discrimination alleged.
- In employment, race was the most common basis of discrimination alleged.
- Monetary recovery through mediation totaled over \$39,000.
- The agency participated in over 80 education and outreach events, reaching over 90,000 people.
- In 2007, the Commission appointed Beverly L. Watts as the executive director to carry out the management functions and the dialy operation of the Commission.

Overview

Annual Report



The following is a brief summary of recent legislation and rule changes that directly affected the Commission during the 2007-2008 fiscal year.

Legislation that was passed that directly impacts the agency

HB 2993/SB2969 Pub Chapter 706- Changes the language "handicap" to "disability" in the Tennessee Human Rights Act (§TCA 4-21-101, et seq) and in §§ 8-50-103 and 8-50-104 and re-designates §§ 8-50-103 and 8-50-104 as the "Tennessee Disability Act."

Legislation that was passed that indirectly impacts the agency

HB1865/SB2307 Pub Chapter 97- Human Rights- Changes from June 30 to October 1 the date by which state governmental entities must submit their annual Title VI compliance reports and implementation plan updates to the department of audit.

HB0133/SB0162- Pub Chapter 371- Specifies that state agencies may not require, prohibit, or impair the right of any public or private institution to continue to honor certain persons or cultures through the use of symbols, names, and mascots.

HB2590/SB2571 Pub Chapter 956- Requires certain businesses to provide disabled parking.

HB4001/SB3459 Pub Chapter 977- Enacts "Racial Profiling Prevention Act" (as amended).

Commission rule changes

1500-1-.02(5): Paragraph (5) has been revised to add procedures when complaints are filed by persons under the age of 18.

1500-1-.02(6): Paragraph (6) removes the requirement that the Commission has to provide a notary public since there is no statutory requirement that such complaints be notarized under T.C.A. 4-21-302(a). Paragraph (6)(f) has been added to state that Complainants are responsible for keeping the Commission informed of any changes in their contact information.

1500-1-.02(8): Paragraph (8) removes the reference allowing complaints to be filed at other offices as designated by the Commission.

1500-1-.03(3)(a): Paragraph 3(a) has been amended to allow the Commission to charge a reasonable fee with regard to copies made pursuant to a file copy request.

1500-1-.03(3)(c): Paragraph (3)(c) has been added to provide clarification regarding the process for obtaining certified documents from the Commission.

1500-1-.03(7): Paragraph (7) was amended to list the specific housing opportunity providers to which the rule applies.

1500-1-.04(3)(a)-(d): Paragraphs (3)(a)-(d) were revised to clarify the Commission's process with regard to conciliation after a reasonable cause determination pursuant to T.C.A §4-21-303.

Annual Report



The Tennessee Human Rights Commission has a mediation program intended to help parties explore mutually acceptable ways to reach a resolution. It is designed to help the parties find areas of agreement and ultimately incorporate those agreements into a written settlement. It offers a cost-effective and expeditious alternative to expensive and time-consuming investigation.

Our mediation program allows the parties an opportunity to discuss any issues raised in the charge and clear up any lingering misunderstandings. Mediation does not set out to resolve a charge of discrimination or impose a decision on the parties. Agreements reached through mediation are fully documented and reviewed for approval by our legal division and executive director. Mediation services offered by the Commission are strictly confidential.

The decision to mediate is voluntary and must be agreed upon by both parties. In 2007, the Commission was forced to limit and ultimately suspend its mediation services due to a decrease in resources. The program was resumed in April of 2008 with five additional staff trained as Rule 31 Civil Mediators bringing our total mediators to nine. In the second quarter of 2008, we mediated four cases; two were settled with monetary recovery of over \$39,000. Two cases were unable to be resolved by mediation.

Mediation Program

Annual Report



Housing & Employment Division Goals

During fiscal year 2007-2008, we worked on several goals we established for the agency. These goals were concentrated in our core business of complaint processing.

The goals of the employment and housing divisions are to reduce by 3% the number of reconsiderations the agency receives annually, to decrease the average case processing time for housing and employment discrimination complaints and to increase the annual housing and employment case closures to meet and exceed the agency's work-sharing agreement with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission.

We estimated a goal of 120 days for housing case processing and 150 days for employment case processing during fiscal year 2007-2008, but due to a high number of personnel turnovers and a lack of appropriate resources, we were unable to meet that self-imposed timeline. The average housing case took 180.2 days to process and the average employment case took 241 days.

We will continue to overcome challenges that arise when federal compensation the agency receives does not increase to meet the current needs and when unforeseen personnel turnover causes a reduction in the number of trained investigators on staff.

Annual Report



The housing division report includes information on the number and types of housing discrimination complaints filed with the Commission. All complaints filed with the Commission must allege a basis for the discrimination. The Tennessee Human Rights Act prohibits discrimination based on race, color, religion, national origin, sex, creed, disability, and familial status.

A complaint alleging housing discrimination must be filed within one hundred eighty (180) days after the alleged discriminatory practice occurs. If the alleged discriminatory practice is of a continuing nature, the date of occurrence is the date of the last discriminatory act, or the date of which the complaint should have been filed if the discriminatory practice continues.

A complaint may be filed with the Commission at any of the Commission's offices by personal delivery, U.S. Postal services, or electronic facsimile.

However, the original copy of a complaint filed by electronic facsimile must be delivered to the Commission within ten (10) business days of the electronic transmission.

Housing Division

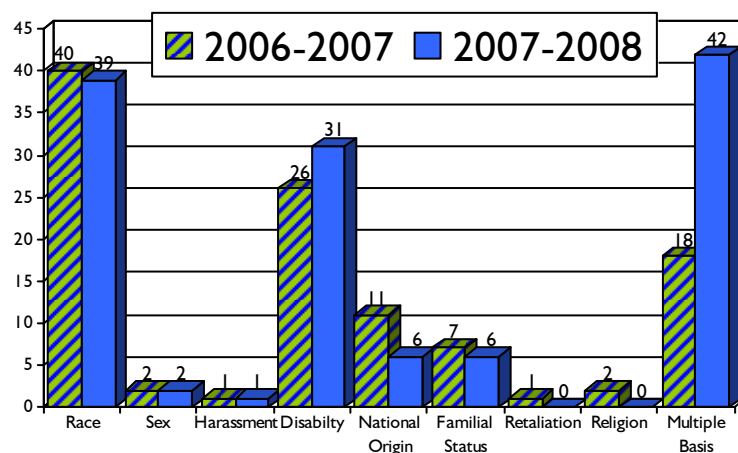
Annual Report



Housing Division

During the 2007-2008 fiscal year, the housing division received 210 inquiries and filed and resolved 186 complaints. In fiscal years 2006 and 2007, we filed 153 and 156 housing discrimination complaints respectively.

The chart below shows that race and disability continue to be the most common single basis of housing discrimination in Tennessee, followed by complaints of national origin and familial status. Complaints of discrimination may allege multiple basis.



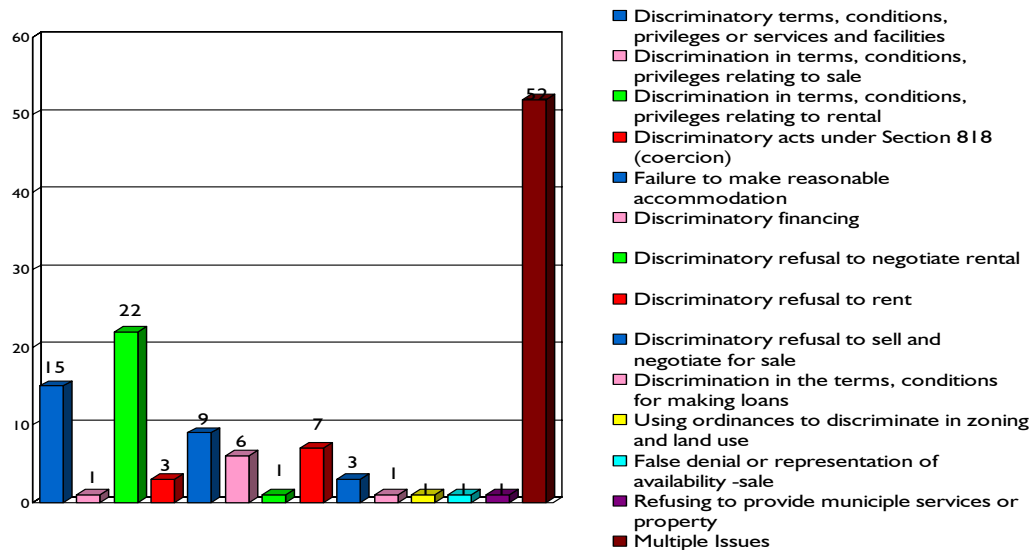
Annual Report



Complaints of housing discrimination must specify the discriminatory action or issue that allegedly violated the law. The chart below shows that discrimination in terms, conditions and/or privileges relating to the rental of property was the highest discriminatory single issue alleged, followed by a failure to make a reasonable accommodation and a discriminatory refusal to sell or negotiate.

Our records indicate that thirty Tennessee counties reported complaints of housing discrimination. Blount and Davidson counties reported 26 and 24 housing complaints respectively, while Shelby and Hamilton counties had 11 complaints each.

Housing Division



Annual Report



Housing Division

The Housing Division closed 127 cases during FY 2008 and secured over \$27,000 in monetary resolutions. In many cases, non-monetary benefits included accommodations, modifications or fair housing training.

As the chart below indicates, 89 cases were closed due to a no cause finding after a thorough investigation of the alleged complaint. Nine housing cases in which cause was found were resolved during the fiscal year. Sixteen cases were settled or conciliated while the remaining were closed administratively due to a lack of cooperation from the complainant, withdrawal of the complaint by the complainant or because the complaint was untimely filed.

The average case took 180.2 a slight increase from last year's 121 days due to a lack of resources, and training of new hires.



- Closed, No Cause
- Complaint Withdrawal After Resolution
- Settlement/Conciliation
- Judicial Consent
- Untimely Filed
- Complaint Withdrawn by Complainant w/o Resolution
- Complainant Failed to Cooperate

Annual Report



Safeguarding all individuals in the state from discrimination in employment is an integral part of the agency's mission. Our goal is to protect the interest of the people in personal dignity and secure the state against domestic strife and economic unrest. We work to promote equal employment opportunities for all people in Tennessee.

To help us reach that goal, the Agency enforces Tennessee laws that prohibit discrimination in employment and public accommodations based on race, color, national origin, gender, age (over 40), religion, creed and disability (employment only).

An employment complaint may be filed with the Commission by facsimile, personal delivery, or United States Postal Service. However, the original copy of a complaint filed by electronic facsimile must be delivered to the Commission within ten (10) business days of the electronic transmission.

**Employment
Division**

Annual Report

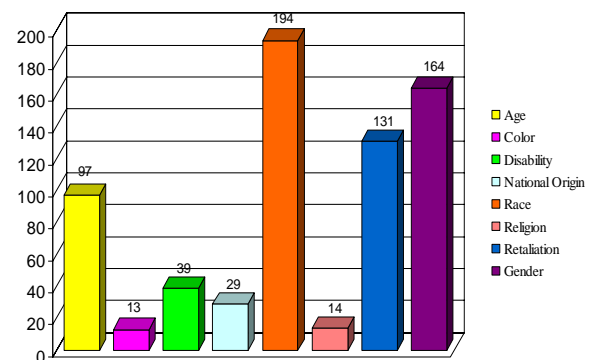
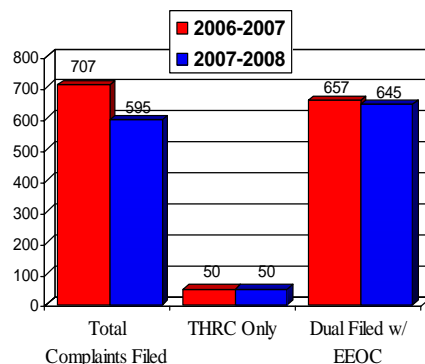


Employment Division

The employment division report includes information on the number and types of employment discrimination complaints filed with the agency. During fiscal year 2007-2008, the Commission received 961 inquiries and accepted 645 complaints for investigations. The average case took 241 days to process, an increase from last fiscal year due to a lack of resources and new staff hires.

The chart below on the left compares the total number of complaints filed with the Commission during this fiscal year with the number of complaints filed during the 2007 fiscal year. The chart below on the right shows that race and sex (gender) lead the state's employment discrimination complaints with 194 and 164 complaints and retaliation followed with 131 complaints.

Complaints must also allege a discriminatory action that is prohibited by law. These discriminatory actions are known as issues. The most common allegations filed were intimidation (255), followed by discharge (244) and harassment (226).



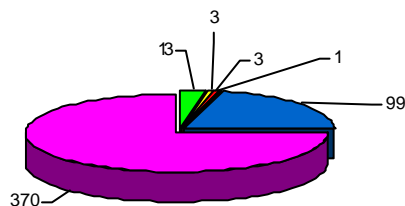
Annual Report



The employment division through its effort to carry out our mission of promoting equal opportunity and goodwill facilitated settlements in many of our cases prior to completing a full investigation.

Monetary resolutions totaled over \$71,000 and in many cases included additional non-monetary benefits such as an apology, reinstatement, accommodations and/or training. As the chart below indicates, the employment division closed 489 cases. Six of these cases were settled after a cause finding and 370 cases were closed after a thorough investigation found no cause.

The graph below offers additional information regarding the various types of employment case closures.



- Complaint Withdrawn with Benefits
- Settlement/Conciliation
- Successful Conciliation
- Unsuccessful Conciliation
- Administrative Resolution
- Closed, No Cause

**Employment
Division**

Annual Report



Education & Outreach

To help facilitate the understanding of our work and the state's human rights laws, in fiscal year 2007-2008 the Commission embarked on numerous activities and collaborations designed to help consumers and providers become more aware of their rights and obligations.

In order to raise awareness the Commission conducted a radio advertisement campaign promoting equal opportunity on 85 radio stations across 90 Tennessee counties, potentially reaching a weekly audience of about 956,800 listeners.

In addition to multi-media campaigns, the Commission also sought a more ground-level approach working closely with grass roots organizations. We chose to talk directly to the people of Tennessee by traveling across the state participating in and making presentations in over 80 workshops, seminars and home ownership fairs, festivals, and exhibits speaking to over 90,000 people. One example of such activities was the Road to Freedom Tour sponsored by the Tennessee Disability Coalition where advocacy groups traveled across the state to Chattanooga, Knoxville, Nashville and Memphis to reaffirm the importance of standing true to the ADA's original promise of ensuring inclusion and equality for persons with disabilities.

The Commission continuously seeks to foster goodwill among all communities and encourages individuals wanting more information about their rights to visit our informative website or call our toll free number.

Annual Report



Following is a list of programs we have participated in and our community partners we have worked with in an effort to reach all cultural communities across Tennessee.

Black History Month at City University School
CABLE 2008 Power of Inclusion Luncheon
Chattanooga Apartment Association
Chattanooga Office of Multicultural Affairs - Power of One
Community Nashville- Walk As One
Equality Coalition for Housing Opportunities
Fair Housing of Greater Memphis
Fair Housing Matters Conference
Faith Day on the Hill
First Hispanic Church
Hands on Nashville
Interdenominational Ministries Fellowship
International Association of Official Human Rights Agencies
Jobs for Freedom
Juneteenth Celebration
Knoxville Area Urban League
Latino HIV/AIDS Community Forum
Let's Talk with Ernie Allen on WQQK FM
Martin Luther King, Jr. Commission-Knoxville, TN
Mt. Zion Baptist Church
NAACP 61st State Convention

**Community
Partners**

Annual Report



Community Partners

NAACP Bolivar Hardeman County
NAACP Chattanooga Hamilton County
NAACP Freedom Fund Weekend, Chattanooga, TN
NAACP Freedom Fund Weekend Event, Nashville, TN
NAACP County Freedom Fund Weekend Event, Paris, TN
Nashville Area Hispanic Chamber of Commerce
National Association of Blind Merchants, Memphis, TN
New American Day on the Hill
Scarritt Bennett Center-Celebration of Cultures
Society for Human Resource Managers
Spanish Talk Radio 900 AM
Tennessee State University
The April 4th Foundation
THRC Employment Discrimination Law Seminar
TN Disability Coalition- Road to Freedom Tour
TN Fair Housing Matters Conference
TN Head Start Technical Training
TN Immigrant and Refugee Rights Coalition
TN Labor Management Conference
TN Mega Disability Conference
TN State NAACP Race Relations Summit
Unity Group- MLK Celebration, Chattanooga, TN
Urban League of Middle Tennessee
U.S. Department of Justice

Annual Report



As part of our effort to celebrate the 40th Anniversary of the passage of the Fair Housing Act, On April 3, 2008, The Tennessee Fair Housing Council; Tennessee Housing Development Agency; Metropolitan Human Relations Commission; Tennessee Council on Developmental Disabilities; Murfreesboro Community Development Office; Metropolitan Development and Housing Agency; Tennessee Department of Economic and Community Development; West Tennessee Legal Services and the Tennessee Human Rights Commission partnered to bring the **Tennessee Fair Housing Matters Conference** in an effort to train real estate professionals, multi-family housing developers and private owners better understand and meet their obligations under the law. The Tennessee Fair Housing Matters Conference which was recognized by the Governor with a proclamation, offered real estate professionals eight hours of continuing education credit. The conference was attended by 135 people.

Tennessee Fair Housing Matters Conference

Other Fair Housing Month events we participated in across the state included:

Fair Housing of Greater Memphis Conference in Memphis, TN on April 17, 2008. Seventy people attended this event.

April 4th Foundation, commemoration of the 40th anniversary of the passage of the Fair Housing Act in Memphis, TN on April 4, 2008. Two-thousand people attended this event.

National Action Network in Memphis, TN on April 4, 2008. Forty people attended this event.

Fair Housing Education Day at various elementary schools in Knoxville, TN on April 17, 2008. One hundred twenty-five schoolchildren were reached.

The City of Chattanooga Multicultural Affairs Conference in Chattanooga, TN on April 24, 2008. Fifty people attended this event.

THRC and the NAACP of Madison and Crockett Counties at New St. Luke Church in Jackson TN on April 28, 2008. Thirty people attended this event.

Annual Report

In April of this year, Governor Bredesen proclaimed April as Fair Housing Month, an occasion for all people to rededicate themselves to the principle of freedom of choice and to eliminate the vestiges of housing discrimination wherever they exist.

Governor's Proclamation



STATE OF TENNESSEE PROCLAMATION BY THE GOVERNOR

WHEREAS, the strength of our nation, and all of its states, flows from the promise of individual equality and freedom of choice; and

WHEREAS, the 40th anniversary of the enactment of Title VIII of the Civil Rights Act of 1968, the Federal Fair Housing Law, during the month of April is an occasion for Americans, individually and collectively, to rededicate themselves to the principle of freedom of choice and to participate in efforts to eliminate vestiges of housing discrimination wherever they exist, and

WHEREAS, this law guarantees for each citizen that critical, personal element of freedom of choice in the selection of the home; and

WHEREAS, fair housing is the policy of the State of Tennessee; and implementation of that policy requires positive commitment, involvement and support of each one of our citizens; and

WHEREAS, fair housing is the law, not an option; and

WHEREAS, the National Association of Housing and Redevelopment Officials, American Federation of State, County and Municipal Employees, Housing Assistance Council, Local Initiatives Support Corporation, Mortgage Bankers Association, National Association of Counties, National Association of Home Builders, National Association of Realtors, National Council of State Housing Agencies, National Housing Conference, National League of Cities, National Low-Income Housing Coalition, and U.S. Conference of Mayors are united in an effort to raise public awareness of the importance of affordable housing and community development programs and resources; and

WHEREAS, the fervent dream shared by Dr. Martin Luther King, Jr. that all men are created equal continues to be a hope, a trust, a standard to live by even forty years after his death; and

WHEREAS, the US Department of Housing and Urban Development and the Tennessee Human Rights Commission are authorized to enforce fair housing laws and provide leadership in the effort to make fair housing not just an idea, but an ideal for all our citizens; and

WHEREAS, barriers that diminish the rights and limit the options of any citizens will ultimately diminish the rights and limit the options of all;

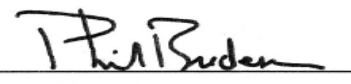

NOW, THEREFORE, I, Phil Bredesen, as Governor of the State of Tennessee, do hereby proclaim the month of April, 2008, as

FAIR HOUSING MONTH

in Tennessee and encourage all citizens to join me in this worthy observance.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of the State of Tennessee to be affixed at Nashville on this 7th day of February, 2008.


Governor

Secretary of State

Annual Report



On June 17, 2008, the Tennessee Human Rights Commission hosted an **Employment Discrimination Law Seminar** at the Scarritt Bennett Center in Nashville. The one day accredited seminar offered attorneys the opportunity to earn 6 hours of continuing legal education credit. Human resource managers wanting to learn more about establishing a compliant workplace environment also attended the seminar. There were approximately 120 people in attendance.

The day's topics included, Disability Do's and Don'ts of Hiring Guidance on Reasonable Accommodations; Harassment and Retaliation; Tips on Preventing Discrimination Complaints and Conducting Internal Investigations; and Trends in Employment Discrimination Law. Presenters at this year's seminar included Spencer Wiggins, THRC Chairman; Diana Baker Shew, Esq., Stites & Harbison, PLLC; Waverly Crenshaw, Jr., Esq. Waller Landsen Dortch & Davis, LLP; Sally Ramsey, Esq., Senior Trial Attorney, EEOC Nashville; Thomas E. Clay, Esq., Thomas E. Clay, P.S.C.; Donald Doanti, Esq., Donati Law Firm, LLP; and Tiffany Baker Cox, Esq., THRC Deputy Director.

Employment Law Seminar

Identification of Photographs

Table of Contents: Robert Bright, former THRC Housing Director and Knoxville elementary school teacher.

Page 1- THRC Executive Director, Beverly Watts addressing an audience of students at Belmont University, Nashville, TN.

Page 2- Attendees at the annual Fair Housing Conference on April 3, 2008, Franklin, TN

Page 3- THRC workshop in Jackson, TN; An attendee at the Interdenominational Ministries Fellowship meeting; THRC executive director, Beverly Watts.

Page 4- Panelist at the NAACP Race Relations Summit in Jackson, TN; THRC executive director addressing audience at City University in Memphis, TN; and an EEOC representative at a community outreach event in Clarksville, TN

Page 5- Attendees at the International Human Rights Celebration in Nashville, TN.

Page 7- Housing Division-(L to R) Kelvin Jones, Executive Director, Nashville Human Relations Commission; Herschel Warren, Senior Advisor to Mayor Karl Dean; and Don Majors, Director of Special Projects for US Congressman Jim Cooper.

Page 8- Attendees at the International Human Rights Day Celebration, Nashville, TN

Page 9- Shalini Rose, Esq., THRC General Counsel, and Dr. John Seigenthaler, Founder of First Amendment Center at Vanderbilt University.

Page 10- Attendees at the TN Labor Management Conference in Nashville, TN.

Page 11- (L to R) Kelvin Jones, Director of Metro Nashville Human Relations Commission; Jerry Maynard III, Nashville Councilman-at-Large; Beverly Watts, THRC Executive Director; Jerry Lee, President of the TN AFL- CIO; and State Representative Brenda Gilmore.

Page 12- Students at Belmont University listening to THRC Executive Director, Beverly Watts.

Page 13- (L to R) Jerry Lee, President TN AFL-CIO; Shirley Sims-Saldana, Compliance Manager, Metro Human Relations Commission, Megan Macaraeg and Joan Hill, United Steel Workers; Maurie Lee Albert, Service Employees International Union; Beverly Watts, THRC Executive Director; and A.J. Starling, THRC Commissioner and TN AFL-CIO Director of Political Affairs.

Page 14- (L to R) – Carol Ann Bailey, Director of Off Campus Student Services at MTSU; THRC Executive Director, Beverly Watts; and Terri Johnson, MTSU June Anderson Center Director.

Page 15- Sponsors of the Tennessee Fair Housing Matters Conference.

Page 16- Jim Ward, Founder and President of ADA Watch and National Coalition for Disability Rights and Road to Freedom staff and supporters.

Page 17- (L to R) Ted Fellman, Executive Director of TN Housing Development Agency; Tiffany Baker Cox, Esq., THRC Deputy Director; TN Governor Phil Bredesen; Mary McLennan, THDA Chief of Research, Planning and Technical Services; and Bill Dirl, HUD Nashville Field Office Director.

Page 19- Waverly Crenshaw, Esq., Waller Landsen Dorth & Davis; Shalini Rose, Esq., THRC General Council, Donald Donati, Esq., Donati Law Firm, LLP; and Tiffany Baker Cox, Esq., THRC Deputy Director.

Central Office
710 James Robertson Parkway,
Suite 100
Nashville, TN 37243-1219
(615) 741.5825 * (800) 251-3589
(866) 856-1252 Español

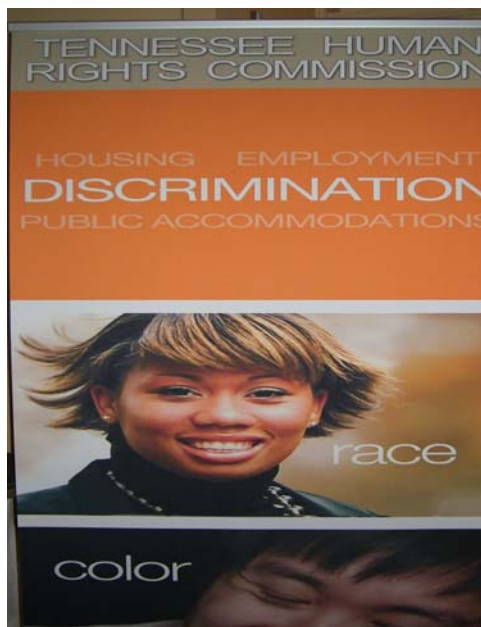
www.tn.gov/humanrights



Chattanooga Office
540 McCallie Avenue
4th Floor, West Wing
Chattanooga, TN 37402
(423) 634-6837



Knoxville Office
531 Henley Street
Room 701
Knoxville, TN 37902
(865) 594-6500



Memphis Office
170 North Main Street
State Office Building,
2nd Floor
Memphis, TN 38103
(901) 543-7389